

Operational Plan Recommendation	Executive Proposed Budget	Motion 12581	Motion 12600 Recommendation #	ACCCAC Recommendation # (in total &/or part)	Status	Implementation Date	4th Qtr 07	1st Qtr 08	2nd Qtr 08	3rd Qtr 08	4th Qtr 08	1st Qtr 09	2nd Qtr 09	3rd Qtr 09	4th Qtr 09	TBD	Long Term	Comments
Responsible Pet Ownership Recommendations:																		
1. "No tolerance" campaign: Educate, then implement \$125 fine for owners who do not comply with licensing laws.	Yes				Not started			Program development	Program implementation	Program implementation								
2. Microchip every animal before it leaves the shelter --part of 2008 work program to find donors/grant funds.	No			2 A.1.e, A.1.d	Not started													Funding source unknown at this time. In 2008, agency will seek donors/grant funds to support initiative.
3. Increase awareness of spay/neuter benefits and programs by participating in spay/neuter awareness campaigns.	Yes	D		9 B.4	Not started			Participate in Spay Day				Participate in Spay Day						
4. Review protocols annually for pain relief to be given to pets undergoing spay/neuter surgery -- currently occurs	Yes			B.5	Not started		Vet workprogram item				Vet workprogram item							
5. Pilot program to provide free and low-cost spay/neuter surgery to pets owned by low income King County residents at shelter or via PPPs with contracting vets.	No			9 B.2, E.19, A.1.d	Not started													In 2008 - agency will seek PPP, pro bono or donated funds to cover costs of additional vet and vet tech to support additional s/n requirements not covered in base budget. Will require code change to charge for service.
6. Provide free spay/neuter services at the KCACC Kent shelter to support a community-based managed feral/free-roaming Trap-Neuter-Release (TNR) program, including existing South County Cats Barn Cat Program.	No	E		A.1.d, B.3, C.1, C.2, E.19	Not started			Program development	Potential Program implementation									Agency will seek PPP, pro bono or donated funds to cover costs of additional vet and vet tech to support additional s/n requirements not covered in base budget.
Enhanced Shelter Services Recommendations:																		
7. Review/update shelter policies/procedures & ensure proper implementation/compliance within industry best practices.	Yes			A.1.b, A.6, E.12, E.18, E.19	In-progress		RFP posting, evaluation, selection, confirmation.	RFP and Shelter Eval.	Update pp, train, implement	Ongoing oversight								Initiative began in 2007. Efforts will continue in 2008 w/ emphasis placed on programs called out in Ops Plan.
8. Improve medical assessment/intake exam for every animal -- part of proposed 2008 Exec budget (see #16).	Yes	B		3 A.1.a, A.1.d	In-progress			RFP and Shelter Eval.	Update pp, train, implement	Ongoing oversight								
9. Improve provision of shelter and medical care by increasing staff - part of proposed 2008 Exec budget (see #16).	Yes	B		2 A.1.c, A.1.d, B.1	Not started			Recruit, transfer										B.1 - Partial as time permits. Additional resources to cover s/n will be sought via PPP.
10. Develop and implement program to evaluate and address behavioral issues -- early 2008 work program.	Partial	B		8 A.4.b, E.13,	Not started			RFP and Shelter Eval.	Update pp, seek resource as necessary for implementation									(A.4.not contemplated as part of Executive proposed budget; will seek PPP following PP development) Immediate efforts 1st qtr of 2008 to update evaluation tool. Develop using PPP. Update pp, seek resource, policy direction and resources as necessary. Implement once received. Leverage emergency planning efforts in developing/marketing phone line.
11. Increased accountability of euthanasia decisions -- implement 1st quarter 2008.	Yes			6 A.3	Not started			Contingent on #16										Additional supervisory level resource needs. Tied to filling of mgmt vacancy and transfer of FTE from ESAS closure to free up Sergeants time for oversight.
12. Program for enrichment of animals in the shelter -- implement 3rd quarter 2008.	Yes as is allowable w/in existing funds and/or PP partnership.	B		8 A.7	In-progress		Initial efforts underway w/ updates to PP for volunteer program	RFP and Shelter Eval.	Update pp, seek resource as necessary for implementation									Modest efforts will continue in 1st and 2nd quarter to acquire donations for beds, toys, etc., plus walking/cuddling of animals. Additional efforts to provide some larger caging being considered as part of Facility Plan.
13. Remodel Kent Shelter customer service area -- already funded, planning in progress.	Yes			1 A.2.b, d, e, E.17	Planning in progress													See Facility Plan
14. Shelter improvements -- dogs (including drains) - part of proposed 2008 Exec budget.	Yes			1, 5 A.2.1, A.2.b, d	Planning in progress													Locks currently in place. Further improvements contemplated as part of Facility Plan
15. Shelter improvements -- cats - part of proposed 2008 Exec budget.	Yes			1 A.2.b	Planning in progress													See Facility Plan
16. Close the Eastside Pet Adoption Center (Crossroads Shelters) -- part of Exec's 2008 proposed budget.	Yes			A.2.a	Not started													

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17. Complete a facilities master plan – part of proposed 2008 Exec budget.	Yes		1		Not started													See Facility Plan
Enhanced Animal Placement Services Recommendations:																		
18. Expand availability, access and promotion of animals available for adoption – initial efforts already underway and effort to be expanded in 2008.	Yes	D	13	B.1, E.8, E.11, E.15	Not started			Work-plan Development following consult-ant work.										Expansion of off-site adoptions in short term. ACC Recommendations and consultant recommendations will be taken into account for developing comprehensive adoption outreach workplan. (E.3 not contemplated in Executive proposed budget)
Enhanced Field Services Recommendations:																		
19. Designate a lead animal cruelty investigator – pilot program in place.	Yes	G			In progress													
20. Oversee discussions between the Sheriff and Prosecuting Attorney's Office (PAO) to develop a plan to improve animal cruelty investigations – 2nd quarter work plan, possible 2009 budget initiative.	Yes	G	10	E.19	In progress													Plan by 2nd quarter. If budget implications, 2009 initiative.
21. Replace Animal Control truck boxes	No		7	A.2.c	Not started													Funding source unknown
Development and Community Outreach Recommendations:																		
All to be accomplished in 1st quarter 2008.																		
22. Create pilot development and community outreach program, and hire a development and outreach coordinator to oversee community development and outreach programs (position will be absorbed out of existing resources).	Yes	C, F		E.2, E.4, E.5, E.6, E.8, E.9, E.10, E.19	2008 initiative			Hire TLT										Position funded via conversion of existing TLT in pet partnership program to development and community outreach coordinator.
23. Hire part-time volunteer coordinator to develop programs consistent with best practices, recruit and coordinate volunteers to support programs, and track volunteer activities and hours including: off-site adoption, shelter support, enrichment programs, foster program, and events.	Yes	C	11	E.1, E.4, E.5, E.6, E.8	In progress using volunteer		Initial efforts begun via volunteer	Hire STT										Agency plans on pilot program of 1/2 time volunteer coordinator paid out of extra-help funds.
24. Develop a communication and media plan to maximize community exposure, promote programs and services, animals available for adoption, and resources needed. Possible program elements include branding, Web improvements, animal behavior information available on-line, working with community partners to develop regional pet info line, communication strategy for local media outlets, and updating print materials with messaging aligned to support a model program.	Yes	D	12	E.6, E.7, E.14	Not started			Plan develop-ment										Staffed via division and department level communication and web resources. Additional support will be sought via PPP, donation of goods, services, or monies.
Miscellaneous Recommendations: All part of 2008 work program.																		
25. Develop an emergency plan for domestic animals in King County.	Yes			E.13 (partial)	In progress		Start Discussions				Plan due, if resource requirements - 2009 initiative							Plan discussions are underway. Plan to develop pet helpline in partnership with community agencies and leveraging Emergency planning efforts. Pets line can be promoted year round for information and activated in emergency.
26. Develop a training program.	Yes			E.18	Not started													
27. Develop an equipment replacement plan (including truck boxes).	Yes				Not started													
28. Develop a recognition program.	Yes				Not started					Develop Plan	Implement as able w/in existing resources							Recognition program for low/no monies.
29. Develop a pet retention program.	Yes				Not started													
ACC recommendations not contemplated in 2008 Executive Proposed budget or Ops Plan.																		
Move the investigations of all Animal Cruelty Cases from KCACC to Sherrif.	See comment				N/A													See # 20 for alternative.

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Hire a dedicated humane educator	See comment				N/A													Not contemplated but alternative of providing written materials will be built into communication plan.
Add Adoption Services Coordinator and Adoptions staff to provide adequate adoption counseling.	See comment				N/A													Current shelter ACO's provide both shelter care and adoption counseling.